

**REGENT POLICY DOCUMENT REVIEW:  
RPD 20-25 TEACHING WORKLOAD POLICY**

**REQUESTED ACTION**

Adoption of Resolution X.

**Resolution X.** That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the attached revisions to Regent Policy Document 20-25, "Teaching Workload Policy" and submission of the policy for review by the Joint Committee for Employment Relations consistent with s. 36.115(10), Wis. Stats.

**SUMMARY**

On July 3, 2025, the Wisconsin State Legislature approved [2025 Wisconsin Act 15](#), which created Wis. Stat. § 36.115(10) to mandate minimum teaching workloads for Universities of Wisconsin faculty and instructional academic staff beginning September 1, 2026, and establishing additional reporting and audit requirements.

Under the new statutes, the Board of Regents has the option to adopt additional guidelines, propose exceptions, and develop a buyout plan for adjustments to the new teaching workload requirements, all of which must be submitted no later than December 1, 2025, for legislative review by the Joint Committee on Employment Relations (JCOER). The Board's guidelines, exceptions, and buyout plan may be implemented upon approval by JCOER prior to January 31, 2026.

Proposed revisions to Regent Policy Document 20-25, "Teaching Workload Policy," (**Attachments A and B**) update the policy consistent with the new statutory requirements and include the additional guidance, exceptions, and a buyout plan as provided for by s. 36.115(10), Wis. Stats.

Upon approval of the proposed revised RPD 20-25 by the legislature's Joint Committee on Employment Relations (JCOER), work will begin immediately on drafting a new System Administrative Policy to operationalize RPD 20-25 as well as revisions to or creation of institutional-level faculty and instructional academic staff teaching workload policies.

## Presenter

- Dr. Johannes Britz, Senior Vice President of Academic and Student Affairs, UW Administration

### *Credit Hour Teaching Requirements*

Section 36.115(10)(c), Wis. Stats., requires the following minimum teaching workloads for each faculty or instructional academic staff member beginning September 1, 2026:

| Institution Type | Full-Time Faculty or IAS<br>(9-month)           | Full-Time Faculty or IAS<br>(12-month)                                                             |
|------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Research I       | No fewer than 12 credit hours per academic year | No fewer than 12 credit hours per academic year AND an additional 3 credit hours during the summer |
| All Others       | No fewer than 24 credit hours per academic year | No fewer than 24 credit hours per academic year AND an additional 6 credit hours during the summer |

Per 36.115(1)(a), “credit hour with respect to a course, means a period of not less than 50 consecutive minutes per week of instructional time for each week of the semester or session that the course is offered, excluding the week of or the week immediately preceding final examinations for the course.” Additionally, s. 36.115(10)(c), Wis. Stats., requires that instructional employees shall not teach fewer than one course during any semester or summer session.

### *Exceptions and Adjustments*

Sections 36.115(10)(c) and 36.115(10)(d)(2), Wis. Stats., provide the following exceptions to the credit hour teaching requirements:

- Part-Time instructional employees’ teaching workload requirements are proportional to appointment FTE.
- Department Chairperson’s teaching responsibility may be reduced commensurate with their duties as chairperson.
- Administrative Duties: UW institutions may designate up to 10 percent of their instructional employees for administrative duties.

The proposed policy also includes the following additional exceptions, pending JCOER approval:

- Part-Time instructional employees who meet their academic year teaching hour requirement in a single semester do not have to teach at least one course each semester.
- Sabbatical and Leave: Instructional employees on sabbatical, medical leave or other approved leave are not required to meet the teaching hour requirements in this policy.
- Additional adjustments in teaching workload may be permitted for up to 10 percent of instructional employees for other duties and considerations, including but not limited to market considerations, faculty development, post-tenure review remediation, and accreditation.

#### *Equivalencies*

The proposed policy contains provisions to address instructional equivalencies that allow instructional employees to meet their teaching hour requirements through a variety of measures.

- Clinical appointments: Clinical instructional employees in health sciences may meet their requirements through measures and instructional activities that contribute to the advancement of the students, residents, and fellows under their purview.
- Extension appointments: UW-Extension employees may meet their requirements consistent with the articulated performance and curricular goals.
- Supplemental Instructional Work for R1 Research Universities: Instructional employees at R1 research universities may be permitted to meet a portion of their required credits through activities other than standard group classroom instruction, office hours, and grading, so long as those activities involve regular and substantive interaction with students in an educational setting. Instructional employees whose workload includes instructional equivalencies under this section must teach at least three (3) credits in a traditional group classroom setting.

#### *Buyout Plan*

Section 36.115(10)(e), Wis. Stats., directs the Board to develop a buyout plan, subject to JCOER approval, allowing for the reduction of the number of credit hours an instructional employee is required to teach. GPR and tuition funds may not be used for buyouts except as related to projects specifically enumerated through the biennial budget process (under Chapter 20, Wis. Stats.).

Because mission, research activity, priorities, and external engagement vary across UW institutions, under the proposed RPD 20-25 each institution shall establish its own buyout policies based on factors appropriate to its context, consistent with the minimum

standards below. Buyout criteria may vary by instructional type, rank, or appointment level. Institutional buyout policies must contain:

1. A requirement to document the funding sources used.
2. Clearly defined approval processes for buyouts at each UW Institution, including a requirement that buyouts be approved at least annually.
3. The buyout amount must equal the proportional cost of the approved course release using the instructional employee's base salary and fringe benefit rate.

Annually, each university shall file a report of all instructional employees with approved buyouts including fund source, amounts, and course release. The report shall be submitted to the UW System President in a timeline consistent with reporting requirements under 36.115(10)(g), Wis. Stats. and provided to JCOER.

### *Reporting and Audit Requirements*

In addition to other existing statutory requirements on reporting teaching workload data, Section 36.115(10)(g), Wis. Stats., creates a new requirement to annually report the following information to the appropriate standing legislative committee(s):

1. The total credit hours taught by faculty and instructional academic staff, grouped according to the following factors:
  - a. Classification as faculty or instructional academic staff.
  - b. Institution to which the employee is assigned.
  - c. Whether the employee has a full-time appointment and, if not, the extent of the part-time appointment.
  - d. Each funding source and the amount of funding from each source.
2. The percentage of teaching staff at each institution meeting the full workload requirements under this subsection.

Section 36.115(10)(h), Wis. Stats., requires the Legislative Audit Bureau to evaluate the Board's compliance with the teaching workload requirements under Section 36.115(10), Wis. Stats.

## **BACKGROUND**

### *Mission and Purpose*

The mission of the UW System is to: develop human resources; discover and disseminate knowledge; extend knowledge and its application beyond the boundaries of its campuses; and serve and stimulate society by developing in students heightened intellectual, cultural and humane sensitivities, scientific, professional and technological expertise, and a sense

of purpose. In fulfillment of this mission, faculty and instructional academic staff engage in teaching, research, and service activities as critical components of their work.

While both the current and proposed revised RPD 20-25 primarily focus on the teaching aspect of faculty and instructional academic staff workload in response to statutory requirements, it is recognized that teaching reflects but one component of the broader work of faculty and instructional academic staff, which also includes associated instructional activities, research, scholarship, creative activities, and service.

### *History of UW System Teaching Workload Policies*

The current RPD 20-25 (**Attachment C**) was created in December 2017 to meet the January 1, 2018, legislative deadline for implementation of sections 36.115(8), 36.65(2)(dm), and 36.65(6)(b), Wis. Stats., which require UW institutions to monitor, reward, and report on the teaching workloads of faculty and instructional academic staff. These requirements remain in effect.

Under the current policy, teaching workload data is reported as part of the UW System's annual accountability report to the Governor and Legislature and on the UW Accountability dashboard:

- Faculty & Staff Accountability Dashboard:  
<https://www.wisconsin.edu/accountability/faculty-and-staff/>
- Faculty & Instructional Staff Teaching Workload Dashboard:  
<https://www.wisconsin.edu/accountability/faculty-and-instructional-academic-staff-teaching-workload/>

A previous faculty workload policy, developed primarily for enrollment management purposes, was implemented in 1994 in response to the Governor's Accountability Task Force and rescinded in 2001 pursuant to a sunset provision.

### *Development and Implementation*

On July 3, 2025, the Wisconsin State Legislature approved [2025 Wisconsin Act 15](#), which in [Section 137](#) created Wis. Stat. § 36.115(10). In response to this new statute, President Rothman formed and charged a workgroup to develop a draft Instructional Employee Teaching Workload policy for presentation to the Board of Regents.

Working group members and support staff include faculty and instructional academic staff representatives, Provosts, in-house attorneys, and administrative staff from operational areas including academic affairs, human resources, policy analysis and research, and university relations.

During the drafting process, members of the Board of Regents, Chancellors, Provosts, faculty and academic staff shared governance representatives, and legislative stakeholders were briefed on the workgroup's efforts and the conceptual framework of the new policy.

### **Related Policies and Applicable Laws**

- Section 36.115(8), Wis. Stats.
- Section 36.115(10), Wis. Stats.
- Section 36.65(2)(dm), Wis. Stats., "Teaching Hours."
- Section 36.65(6)(b), Wis. Stats., "Accountability Dashboard."
- Regent Policy Document 20-21, "University Personnel Systems"

### **ATTACHMENTS**

- A) RPD 20-25, "Teaching Workload Policy" (Proposed)
- B) RPD 20-25, "Teaching Workload Policy" (Tracked Changes)
- C) RPD 20-25, "Teaching Workload Policy" (Current)

## Attachment A: Proposed Policy

Regent Policy Document 20-25 (PROPOSED)

# Teaching Workload Policy

## Scope

This policy applies to all UW System institutions.

## Purpose

The purpose of this policy is to fulfill statutory requirements for monitoring, rewarding, and reporting the teaching workload, and for establishing teaching responsibility requirements, of faculty and instructional academic staff as set forth in sections 36.115(8) and (10), 36.65(2)(dm) and (2)(dn), and 36.65(6)(b) and (c), Wis. Stats.

This policy necessarily reflects the full variety and complexity of academic instruction in contemporary higher education delivered by UW faculty and staff across 13 UW institutions, with unique missions, concentrations, and local communities, which all contribute to the University of Wisconsin System's mission.

## Definitions

For the purposes of this policy, the following definitions apply:

"Academic department" means an academic department or its functional equivalent designated by a UW institution which could include but is not limited to schools, divisions, department-like bodies, centers, clinics, institutes, and programs that have been formally recognized by a UW institution through its established processes for such recognition.

"Adjunct instructional employees" means part-time instructional employees who are employed on a per-course basis.

"Administrative duties" means responsibilities designated by a UW institution involving the operation and strategic development of an institution and does not include chairperson duties.

"Buyout" means a reduction of the number of credit hours an instructional employee is required to teach under this policy pursuant to a buyout plan as further described in this policy.

"Chairperson" means an instructional employee designated by a UW institution to be the chairperson or its functional equivalent of an academic department and who acts as the executive of the department, including the areas of personnel, budget, and operations in accordance with the UW institution's established policies.

"Chancellor" means the chief executive of a UW institution.

## **Attachment A: Proposed Policy**

“Clinical appointment” means the appointment of an instructional employee by a UW institution to a position focused on practical instruction and application of knowledge in a health sciences field, involving direct interaction with students, residents, and/or fellows in a clinical or other external setting.

“Credit hour” means a period of not less than 50 consecutive minutes per week of instructional time for each week of the semester or session that the course is offered, excluding the week of or the week immediately preceding final examinations. Credit hour may include an equivalent amount of other academic work leading to the designation of credit hours.

“Extension appointment” means instructional employees working for UW-Extension who provide learning opportunities to target audiences in Wisconsin counties.

“Faculty” means persons who hold the rank of professor, associate professor, assistant professor or instructor in an academic department in a UW institution and such academic staff as may be designated by the chancellor and faculty of the UW institution but does not include adjunct instructional employees, visiting faculty or librarians with faculty appointments.

“Full time” means an appointment for an instructional employee that is a 100 percent appointment.

“Instructional academic staff” means academic staff members with teaching responsibilities but does not include adjunct or visiting instructional academic staff or instructional academic staff who are librarians.

“Instructional employee” means faculty or instructional academic staff.

“Instructional time” means classroom time or instruction of students.

“Summer session” means the period of instructional activity between the end of spring semester and start of the fall semester.

“Teaching hours” means credit hours.

“Teaching staff” means instructional employees.

“Teaching responsibilities” means responsibilities of instructional employees as designated by a UW institution that involve academic instruction.

“Teaching workload” means the amount of time instructional employees spend on teaching responsibilities.

“UW System institution” or “UW institution” means any university or an organizational equivalent designated by the Board.

## Attachment A: Proposed Policy

### Policy Statement

Teaching workload minimums are delineated according to the UW institution's research activity designation as determined by the Carnegie Classification of Institutions of Higher Education framework. Minimum teaching workloads for full-time (9-month) instructional employees are:

**Research (R1) Universities:** 12 credit hours per academic year; 3 additional credits for 12-month employees.

**The Polytechnic and Comprehensive Universities:** 24 credit hours per academic year; 6 additional credits for 12-month employees.

**Part-Time Appointments:** Teaching workload proportional to appointment FTE.

**Course Minimum:** Each instructional employee must teach at least one course per semester. Instructional employees with a twelve-month contract must also teach at least one course during the summer session.

Academic Department chairs' teaching responsibilities may be reduced commensurate with their duties as chairperson.

This document establishes minimum workload expectations for instructional staff. Faculty and instructional academic staff are also subject to expectations for quality in instructional activities, along with research and other expectations appropriate to their positions. Failure to meet any and all expectations may result in changes to work duties or other personnel actions.

#### Instructional Employees with Clinical Appointments

Clinical instructional employees may meet their requirements under 36.115(10), Wis. Stats., through alternative measures and instructional activities that contribute to the advancement of the students, residents, and fellows under their purview. Instructional expectations shall be documented in the clinical instructional employee's job descriptions or employment agreement consistent with this policy, and performance related to these expectations will be assessed annually.

#### Instructional Employees with Extension Appointments

UW-Extension instructional employees may meet their requirements under 36.115(10), Wis. Stats., through alternative measures and instructional activities. UW-Extension instructional employees shall have clearly articulated performance and curricular goals within their job description or employment agreement consistent with funding requirements and internal university and external partner priorities.

## **Attachment A: Proposed Policy**

### **Supplemental Instructional Work for R1 Research Universities**

Instructional employees also provide educational opportunities outside of traditional group classroom settings. R1 research universities may develop instructional equivalency policies that permit instructional employees to meet a portion of their required credits under 36.115(10), Wis. Stats., through activities other than standard group classroom instruction, office hours, and grading, so long as those activities involve regular and substantive interaction with students in an educational setting. Each University should have a clear policy on permitted instructional equivalencies, and the extent to which instructional employees in each department may meet part of their obligation through such equivalencies. Instructional employees whose workload includes instructional equivalencies under this section must teach at least three (3) credits in a traditional group classroom setting.

Annually, each R1 research university shall file a report of all instructional employees with supplemental instructional work equivalency being used to meet their workload requirement. The report shall be submitted to the UW System President in a timeline consistent with reporting requirements under 36.115(10)(g), Wis. Stats. and provided to the Joint Committee on Employment Relations.

### **Adjustments to Teaching Workload Minimums**

Instructional employees may have an adjustment to their teaching hour responsibilities under this policy and for the requirements under 36.115(10), Wis. Stats. as follows:

- 1) Administrative duties. UW institutions may designate up to 10 percent of their instructional employees for administrative duties.
- 2) Sabbatical and other leave. Instructional employees on sabbatical, federal medical leave (FMLA) or other approved leave are not required to meet the teaching hour requirements in this policy.
- 3) UW institutions may designate up to 10 percent of their instructional employees for other duties and considerations, including but not limited to market considerations, faculty development, post-tenure review remediation, and accreditation.
- 4) Part-time instructional employees. A part-time instructional employee who meets their academic year teaching hour requirement in a single semester does not have to teach at least one course each semester.

### **Buyout from Required Teaching Hours**

The mission, research activity and priorities, and external engagements vary greatly among UW institutions. Accordingly, each UW institution shall develop policies for the buyout from required teaching hours based on factors appropriate to each UW institution, subject to the minimum standards below. Buyout criteria may differ based on different instructional types

## Attachment A: Proposed Policy

and ranks, as well as appointment levels. General purpose revenue (GPR) funds and tuition funds may not be used to fund buyouts except for the following circumstances:

- 1) Freshwater Collaborative of Wisconsin
- 2) Dairy Innovation Hub
- 3) Other programs categorically funded in Chapter 20, Wis. Stats.

Buyout policies must contain:

1. A requirement to document the funding sources used.
2. Clearly defined approval processes for buyouts at each UW Institution, including a requirement that buyouts be approved at least annually.
3. The buyout amount must equal the proportional cost of the approved course release using the instructional employee's base salary and fringe benefit rate.

Annually, each university shall file a report of all instructional employees with approved buyouts including fund source, amounts and course release. The report shall be submitted to the UW System President in a timeline consistent with reporting requirements under 36.115(10)(g), Wis. Stats. and provided to the Joint Committee on Employment Relations.

## Oversight, Roles, and Responsibilities

UW System Chancellors are responsible for ensuring that their institutional systems, policies, and practices are consistent with this policy and sections 36.115(8) and (10), 36.65(2)(dm) (2)(dn), and 36.65(6)(b) and (c), Wis. Stats. The Board delegates to UW System the authority to develop policies to further define and implement this policy.

*History: Res. 10968, adopted 12/07/2017, created Regent Policy Document 20-25.*

## Attachment B: Proposed Policy with Tracked Changes

Regent Policy Document 20-25 (Proposed with Tracked Changes)

# Teaching Workload Policy

## Scope

This policy applies to all UW System institutions.

## Purpose

The purpose of this policy is to fulfill ~~develop and implement a plan that fulfills~~ statutory requirements for monitoring, rewarding, and reporting the teaching workload, and for establishing teaching responsibility requirements, of faculty and instructional academic staff, as set forth in sections 36.115-(8) and (10), 36.65(2)(dm) and (2)(dn), and 36.65(6)(b) and (c), Wis. Stats.

This policy necessarily reflects the full variety and complexity of academic instruction in contemporary higher education delivered by UW faculty and staff across 13 UW institutions, with unique missions, concentrations, and local communities, which all contribute to the University of Wisconsin System's mission.

## Definitions

For the purposes of this policy, the following definitions apply:

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"Administrative duties" means responsibilities designated by a UW institution involving the operation and strategic development of an institution and does not include chairperson duties.

"Buyout" means a reduction of the number of credit hours an instructional employee is required to teach under this policy pursuant to a buyout plan as further described in this policy.

"Chairperson" means an instructional employee designated by a UW institution to be the chairperson or its functional equivalent of an academic department and who acts as the executive of the department, including the areas of personnel, budget, and operations in accordance with the UW institution's established policies.

"Chancellor" means the chief executive of a UW institution.

## Attachment B: Proposed Policy with Tracked Changes

“Clinical appointment” means the appointment of an instructional employee by a UW institution to a position focused on practical instruction and application of knowledge in a health sciences field, involving direct interaction with students, residents, and/or fellows in a clinical or other external setting.

“Credit hour” means a period of not less than 50 consecutive minutes per week of instructional time for each week of the semester or session that the course is offered, excluding the week of or the week immediately preceding final examinations. Credit hour may include an equivalent amount of other academic work leading to the designation of credit hours.

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“Full time” means an appointment for an instructional employee that is a 100 percent appointment.

“Instructional academic staff” means academic staff members with teaching responsibilities but does not include adjunct or visiting instructional academic staff or instructional academic staff who are librarians.

“Instructional employee” means faculty or instructional academic staff.

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“Summer session” means the period of instructional activity between the end of spring semester and start of the fall semester.

“Teaching hours” means credit hours.

“Teaching staff” means instructional employees.

“Teaching responsibilities” means responsibilities of instructional employees as designated by a UW institution that involve academic instruction.

“Teaching workload” means the amount of time instructional employees spend on teaching responsibilities.

“UW System institution” or “UW institution” means any university or an organizational equivalent designated by the Board.

## Attachment B: Proposed Policy with Tracked Changes

### Policy Statement

Teaching workload minimums are delineated according to the UW institution's research activity designation as determined by the Carnegie Classification of Institutions of Higher Education framework. Minimum teaching workloads for full-time (9-month) instructional employees are:

**Research (R1) Universities:** 12 credit hours per academic year; 3 additional credits for 12-month employees.

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**Part-Time Appointments:** Teaching workload proportional to appointment FTE.

**Course Minimum:** Each instructional employee must teach at least one course per semester. Instructional employees with a twelve-month contract must also teach at least one course during the summer session.

Academic Department chairs' teaching responsibilities may be reduced commensurate with their duties as chairperson.

This document establishes minimum workload expectations for instructional staff. Faculty and instructional academic staff are also subject to expectations for quality in instructional activities, along with research and other expectations appropriate to their positions. Failure to meet any and all expectations may result in changes to work duties or other personnel actions.

It is the policy of the Board of Regents that UW System institutions shall monitor, reward, and report the teaching workloads of faculty and instructional academic staff in compliance with sections 36.115(8), 36.65(2)(dm), and 36.65(6)(b), Wis. Stats. Therefore, each UW System institution shall:

#### **Instructional Employees with Clinical Appointments**

Clinical instructional employees may meet their requirements under 36.115(10), Wis. Stats., through alternative measures and instructional activities that contribute to the advancement of the students, residents, and fellows under their purview. Instructional expectations shall be documented in the clinical instructional employee's job descriptions or employment agreement consistent with this policy, and performance related to these expectations will be assessed annually.

#### **Instructional Employees with Extension Appointments**

UW-Extension instructional employees may meet their requirements under 36.115(10), Wis. Stats., through alternative measures and instructional activities. UW-Extension instructional employees shall have clearly articulated performance and curricular goals within their job

## Attachment B: Proposed Policy with Tracked Changes

description or employment agreement consistent with funding requirements and internal university and external partner priorities.

### **Supplemental Instructional Work for R1 Research Universities**

Instructional employees also provide educational opportunities outside of traditional group classroom settings. R1 research universities may develop instructional equivalency policies that permit instructional employees to meet a portion of their required credits under 36.115(10), Wis. Stats., through activities other than standard group classroom instruction, office hours, and grading, so long as those activities involve regular and substantive interaction with students in an educational setting. Each University should have a clear policy on permitted instructional equivalencies, and the extent to which instructional employees in each department may meet part of their obligation through such equivalencies. Instructional employees whose workload includes instructional equivalencies under this section must teach at least three (3) credits in a traditional group classroom setting.

Annually, each R1 research university shall file a report of all instructional employees with supplemental instructional work equivalency being used to meet their workload requirement. The report shall be submitted to the UW System President in a timeline consistent with reporting requirements under 36.115(10)(g), Wis. Stats. and provided to the Joint Committee on Employment Relations.

### **Adjustments to Teaching Workload Minimums**

Instructional employees may have an adjustment to their teaching hour responsibilities under this policy and for the requirements under 36.115(10), Wis. Stats. as follows:

- 1) Administrative duties. UW institutions may designate up to 10 percent of their instructional employees for administrative duties.
- 2) Sabbatical and other leave. Instructional employees on sabbatical, federal medical leave (FMLA) or other approved leave are not required to meet the teaching hour requirements in this policy.
- 3) UW institutions may designate up to 10 percent of their instructional employees for other duties and considerations, including but not limited to market considerations, faculty development, post-tenure review remediation, and accreditation.
- 4) Part-time instructional employees. A part-time instructional employee who meets their academic year teaching hour requirement in a single semester does not have to teach at least one course each semester.

### **Buyout from Required Teaching Hours**

## Attachment B: Proposed Policy with Tracked Changes

The mission, research activity and priorities, and external engagements vary greatly among UW institutions. Accordingly, each UW institution shall develop policies for the buyout from required teaching hours based on factors appropriate to each UW institution, subject to the minimum standards below. Buyout criteria may differ based on different instructional types and ranks, as well as appointment levels. General purpose revenue (GPR)- funds and tuition funds may not be used to fund buyouts except for the following circumstances:

- 1) Freshwater Collaborative of Wisconsin
- 2) Dairy Innovation Hub
- 3) Other programs categorically funded in Chapter 20, Wis. Stats.

Buyout policies must contain:

1. A requirement to document the funding sources used.
2. Clearly defined approval processes for buyouts at each UW Institution, including a requirement that buyouts be approved at least annually.
3. The buyout amount must equal the proportional cost of the approved course release using the instructional employee's base salary and fringe benefit rate.

Annually, each university shall file a report of all instructional employees with approved buyouts including fund source, amounts and course release. The report shall be submitted to the UW System President in a timeline consistent with reporting requirements under 36.115(10)(g), Wis. Stats. and provided to the Joint Committee on Employment Relations.

- ~~• Monitor the teaching workloads of faculty and instructional academic staff.~~
- ~~• Fulfill requirements for individual faculty and instructional academic staff members to report the number of hours spent teaching to the UW System Administration.~~
- ~~• Reward faculty and instructional academic staff who teach more than the standard academic load for their institution.~~
- ~~• Revise personnel systems and employment relations policies and practices in compliance with sections 36.115 (8), 36.65(2)(dm), and 36.65(6)(b), Wis. Stats., and this policy.~~

## Oversight, Roles, and Responsibilities

UW System Chancellors are responsible for ensuring that their institutional systems, policies, and practices are consistent with this policy and sections 36.115-(8) and (10), 36.65(2)(dm) (2)(dn), and 36.65(6)(b) and (c), Wis. Stats. The Board delegates to UW System the authority to develop policies to further define and implement this policy.

In collaboration with UW System institutions, the UW System Administration Office of Academic and Student Affairs shall establish requirements for reporting teaching workload data, ensuring the reliability of teaching workload data, and for reporting teaching workload data as required

## Attachment B: Proposed Policy with Tracked Changes

~~under sections 36.65 (2) (dm) and (6)(b), Wis. Stats., as part of the UW System's annual accountability report to the Governor and Legislature and on the UW System Administration's Accountability Dashboard.~~

~~This policy shall go into effect on January 1, 2018, and be reviewed every five years for modification or rescission by the Board of Regents.~~

*History: Res. 10968, adopted 12/07/2017, created Regent Policy Document 20-25.*

DRAFT

## **Attachment C: Current Policy**

Regent Policy Document 20-25

# **Teaching Workload Policy**

## **Scope**

This policy applies to all UW System institutions.

## **Purpose**

The purpose of this policy is to develop and implement a plan that fulfills statutory requirements for monitoring, rewarding, and reporting the teaching workload of faculty and instructional academic staff, as set forth in sections 36.115 (8), 36.65(2)(dm), and 36.65(6)(b), Wis. Stats.

## **Policy Statement**

It is the policy of the Board of Regents that UW System institutions shall monitor, reward, and report the teaching workloads of faculty and instructional academic staff in compliance with sections 36.115 (8), 36.65(2)(dm), and 36.65(6)(b), Wis. Stats. Therefore, each UW System institution shall:

- Monitor the teaching workloads of faculty and instructional academic staff.
- Fulfill requirements for individual faculty and instructional academic staff members to report the number of hours spent teaching to the UW System Administration.
- Reward faculty and instructional academic staff who teach more than the standard academic load for their institution.
- Revise personnel systems and employment relations policies and practices in compliance with sections 36.115 (8), 36.65(2)(dm), and 36.65(6)(b), Wis. Stats., and this policy.

## **Oversight, Roles, and Responsibilities**

UW System Chancellors are responsible for ensuring that their institutional systems, policies, and practices are consistent with this policy and sections 36.115 (8), 36.65(2)(dm), and 36.65(6)(b), Wis. Stats.

In collaboration with UW System institutions, the UW System Administration Office of Academic and Student Affairs shall establish requirements for reporting teaching workload data, ensuring the reliability of teaching workload data, and for reporting teaching workload data as required under sections 36.65 (2) (dm) and (6)(b), Wis. Stats., as part of the UW System's annual

## **Attachment C: Current Policy**

accountability report to the Governor and Legislature and on the UW System Administration's Accountability Dashboard.

This policy shall go into effect on January 1, 2018, and be reviewed every five years for modification or rescission by the Board of Regents.

*History: Res. 10968, adopted 12/07/2017, created Regent Policy Document 20-25.*